



POSITION DESCRIPTION Grader Operator FLSA Status: Non Exempt EEO Code: Occupational Salary Grade/Band:	18 April 2016 Reports to: Duchesne County Roads Supervisor Revised: Human Resources Initials: _____
POSITION PROFILE Reporting to the Roads Supervisor, the Grader Operator is responsible for the safe and efficient operation of the self-propelled motor grader. The Grader Operator performs either rough or fine grade finishing, precisely spreading and mixing materials in order to dry and prep roads, construct road surface to precise grade specifications, lay cold mix, and/or shave and rip out old road surfaces.	
GOALS <ul style="list-style-type: none">• To ensure work performance, effective time management practices, and attention to detail.• To maintain a safe and clean environment.• To adhere to best safety practices and comply with OSHA and other local and federal mandates.	
ESSENTIAL FUNCTIONS <ul style="list-style-type: none">• Operate the grader and other heavy equipment in a safe and appropriate manner.• Perform daily maintenance and safety checks of equipment.• Operate grader to allow for windrowing of material for proper road crowning.• Operate grader controls to regulate height and angle of the grader blade, the proper use and understand of articulation of the grader to maximize performance. The use of rippers to loosen packed soil to permit for proper grading procedure.• Proper decision making involving issues of soil disturbance including wash out areas. The removal of all rocks from roadways insuring safe passage for the traveling public.• Operate the grader in successive passes over working area, observing reference stakes or hand signals of other workers, to level the surface to the specified grade.• A complete understanding of proper grader control operation.• Operate Grader on public roadways, maintaining proper awareness of ones surroundings.• Finish grade base surface preparation to within half an inch.• Perform routine cleaning and maintenance to ensure smooth operation of the grader.• Ensure grader is in proper gear, and is not moving too fast for working conditions.• Demonstrate an understanding of grades and interpret roadway plans and drawings.	

- Train new employees in the safe and efficient operation of the grader.
- Operate other equipment and perform other duties as assigned.

EDUCATION AND EXPERIENCE

- High school diploma or equivalent;
- 3-5 years Grader Operation preferred
- Mechanical repair experience highly desirable; or

LICENSES AND CERTIFICATIONS

- A valid and current CDL Class A with general and airbrake endorsements.
- Must be able to successfully pass a criminal background investigation.

SKILLS/ABILITIES

- Thorough working knowledge of public works equipment operation;
- Working knowledge of fundamental construction and maintenance procedures;
- Knowledge of field safety.
- Professional interpersonal communication skills;
- Ability to work safely and accurately;
- Ability to perform lock out tag out on equipment and machinery in accordance with set safety standards;
- Ability to perform heavy manual labor under varying weather conditions.
- Perform duties efficiently and safely.
- Exemplify professional and courteous service to both employees and the public.
- Maintain focus when operating and working on equipment.
- Exemplify good safety practices and protocols.

PERFORMANCE MEASUREMENTS

- Responsible to meet all expectations of the essential functions and perform the required skills and abilities.

LANGUAGE SKILLS

- Ability to follow detailed oral and written instructions given by supervisor.
- Communicates in person and by cell or two-way radio.

REASONING ABILITY

- Ability to take direction and prioritize work assignments.
- Ability to follow proper methods, procedures and safety precautions.
- Ability to work independently as needed to support the group effort.

PHYSICAL REQUIREMENTS

- Majority of work is performed outdoors with exposure to extremes of heat and cold temperatures including inclement weather. Subject to the hazards associated with road work sites and working with / around vehicles and tools. Work environment can be very loud.
- Regularly operates heavy/light trucks, heavy equipment, and hand/power/pneumatic tools.
- Frequently lifts and/or moves objects weighing up to 100 pounds such as tools, equipment, supplies, etc.
- Must be able to access all levels of a construction site/building/structure, traverse uneven terrain, climb a ladder, and enter and exit from vehicles.
- Manually operates all department vehicles, tools, and equipment.

HAZARDS

- Occasional exposure to unpleasant environmental conditions and/or hazards.
- Daily exposure to extreme temperature, wetness and/or humidity, respiratory hazards, noise and vibration, and physical hazards
- Frequent exposure to fire, mechanical and road hazards. Occasional exposure to chemical hazards, electrical hazards, and physical danger or abuse.
- Rare exposure to explosives or communicable diseases.
- Seatbelt, safety glasses, gloves, hard hat, dust masks, and reflective vest may be required.

ADA STATEMENT

- Ability to perform the essential functions of this position with or without reasonable accommodation.

DISCLAIMER: The above statements describe the general nature, level, and type of work performed by the incumbent assigned to this classification. They are not intended to be an exhaustive list of all responsibilities, demands, and skills required of personnel so classified. Job descriptions are not intended to and do not imply or create any employment, compensation, or contract rights to any person or persons. Management reserves the right to add, delete, or modify any and/or all provisions of this description at any time as needed without notice. This job description supersedes earlier versions.